G R S 58

*Previous references*

Edn 11-96
Edn 251-12 (1,2 & 4)
Edn 308-08 (6,8 & 9) 1913 13
Edn 251-12 (3) ( Edn )

File No 82

Serial Nos 3 & 6

*Later references*

Edn 11-16 29 & 55
Edn 176-11-15

# GENERAL AND REVENUE SECRETARIAT

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*Serial Nos* 3 & 6

Part B for Nov-14

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SUBJECT

Revn of the Scale of pay of Masters of Vernacular Schools

---

1-3 From DPE 1164/623 & 29 3 13
Submits proposals for revising the Scale of pay of Masters of Ver Schools

To Do & Compln 1307-9 of 13 11-14
Sanctions the revised Scale of pay

GPB 8,000—7-4-07

7.1.12.14
30-11-14

027

GRS 11] 1912 13

GENERAL AND REVENUE SECRETARIAT

( Edn )

NOTES

File No 89/12

FILE HEADING

Revision of the Scale of pay of Educational officers

From The Dy Sec to Govt on Imprest

No 11164/623 Dated 29/8/13 Received 5/4/13

Diary No 6027 | Enclos 2 Spare Copies | Serial No 3

BRIEF ABSTRACT OF LETTER

With reference to para 6 of G.O No 7086-7/Edn 257-12-2 dt 5/3/13, states that the improvement of the Scale of pay of Vernacular School teachers is a pressing necessity as it is not possible to secure efficient teachers for these Schools on the present Scale of pay and ~~Requests that~~ his proposals ~~may be~~ for Revising the Scale of pay of these teachers at a cost of Rs 46332 p.

NOTES AND ORDERS

The previous file Edn 257-12 has been called to Review on 12-2-13 for perusal of the Financial Secy's Remarks

Submitted for orders

17/4/13

2 May be awaited for a week

SO 17/4

(Sent to Sec)

NOTES—First Sheet 15/2/13

GPB—2,000—1 6 12

R S 12]

General and Revenue Secretariat

File No 89 of 1913

Serial No

3

Resubmitted pending the file has not been received back from the Dewans office

4

May be awaited file the

25 R

S/OR 9/5

5

10/5/13

25/5/13

6 Seen

S/OR 23/5

7

The previous file is accidently still with the Dewan. This file is also submitted to him for perusal

CRM 27/5/13 SA

(Sd) Dewan

8

1/6/13

3373 5/6/13

The Main file was returned to the Dewan on the 29th May 1913

P. - Please give back the Case file to us

5/6/13

9/6/13

NOTE—Contn sheet

PTO

GPB—65 000— 7 -1

G R S 12]

General and Revenue Secretariat

Edn—File No 82 of 1912-13

Serial No 4

Resubmitted with the following note

In connection with the withdrawal of the special grant of 1 Lakh of Rs sanctioned last year for the expansion and improvement of primary educat the D.P.I. submitted proposals for revis a revised Scale of pay for Vernacul School teachers at an extra cost of Rs 46,332 per annum. But Govt in their order No 7086-4/Edn-257-12-2 dt the 5th March 1913 observed that some im- provement in the ~~pay~~ Scale of pay of Vernacular School teachers was necessary and ordered that the grant should be dealt with separately.

1. The D.P.I. of Edn in his previ letter has pointed out the necessity for Revising the Scale of pay of Ver cular teachers as originally proposed explains the chief Reasons assigned are (1) It is not possible to secure efficient teachers on the present Scale

NOTE—Contn sheet

GPB— 000—17 7 13

[illegible]

[illegible] and Revenue Secretariat

File No 82 of 1912-13

Serial No

of pay (2) the fixing of a suitable scale of pay for the Vernacular teachers will give an impetus to primary education in the State

(11) The Inspection includes the following Schools

| | |
|---|---|
| Anglo Hindustani Schools<br>Taluk Kannada Boys Schools<br>Taluk Kannada Girls' Schools<br>Taluk Hindustani Boys' Schools | maintained from State Fund |
| Village Elementary Boys' Schools<br>Village Elementary Girls' Schools<br>AV Schools in Villages | maintained from the Village School Fund |

12 The Taluk Hindustani Girls' Schools are not taken into account in connection with the Inspection, the Reason assigned being that they are few and are yet in an unsettled condition Perhaps it would have been better if the Dept had included the Anglo Hindustani & the Village Anglo Vernacular Schools in the Scheme

NOTE—Contn sheet

GEB—6000 11-13

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ucial and Revenue Secretariat

G.O. File No 82 of 1912-13

Serial No

For the Revision of the Scale of pay of A.V. School Teachers already submitted

The present and proposed Scale under the 7 kinds of Schools are given below

| | Present Scale | | | Proposed Scale | | | Increase |
|---|---|---|---|---|---|---|---|
| | No | Rate | Cost | No. | Rate | Cost | |
| I Anglo Vernacular Schools (State Funds) | 2 | 40 | 80 | 2 | 40 | 80 | |
| | 5 | 30 | 30 | 5 | 30 | 150 | |
| | 4 | 25 | 100 | 6 | 25 | 150 | |
| | 1 | 22 | 22 | 6 | 20 | 120 | |
| | 5 | 20 | 100 | 9 | 15 | 135 | |
| | 6 | 15 | 90 | 10 | 12 | 120 | |
| | 4 | 12 | 48 | 12 | 10 | 120 | |
| | 27 | 10 | 270 | | | | |
| | 50 | | 740 p.m. | 50 | | 875 p.m. | Rs 135 p.m. or 1620 p.a. |
| II Taluk Kannada Boys Schools (State Funds) | 2 | 30 | 60 | 5 | 30 | 150 | |
| | 5 | 25 | 125 | 10 | 25 | 250 | |
| | 6 | 20 | 120 | 20 | 20 | 400 | |
| | 11 | 15 | 165 | 40 | 15 | 600 | |
| | 21 | 12 | 252 | 50 | 12 | 600 | |
| | 148 | 10 | 1480 | 68 | 10 | 680 | |
| | 193 | | 2202 p.m. | 193 | 10 | 2680 p.m. | Rs 478 p.m. or 5736 p.a. |

NOTE—Contn sheet



P.T.O.

( neral and Revenue Secretariat

File No 62 of 1912 — 13

| Serial No | Present Scale No | Rate | Amount | Proposed Scale No | Rate | amount | Increase |
|---|---|---|---|---|---|---|---|
| III Taluk Kannada Girls' Schools (State Funds) | 1 | 130 | 130 | 1 | 130 | 130 | Proposed by the Inspector of Special |
| | 1 | 85 | 85 | 1 | 85 | 85 | |
| | 1 | 68 | 68 | 1 | 68 | 68 | |
| | 3 | 50 | 150 | 3 | 50 | 150 | |
| | 1 | 45 | 45 | 1 | 45 | 45 | |
| | 1 | 40 | 40 | 1 | 40 | 40 | |
| | 2 | 35 | 70 | 2 | 35 | 70 | |
| | 2 | 30 | 60 | 10 | 30 | 300 | |
| | 3 | 25 | 75 | 15 | 25 | 375 | |
| | 25 | 20 | 500 | 24 | 20 | 480 | |
| | 1 | 16 | 16 | 36 | 15 | 540 | |
| | 25 | 15 | 375 | 61 | 12 | 732 | |
| | 26 | 12 | 312 | 97 | 10 | 970 | |
| | 3 | 11 | 33 | | | | |
| | 158 | 10 | 1580 | | | | |
| | 253 | | 3539 from | 253 | | 3985 from | Rs 446 from or 5352 for a |
| IV Taluk Hindu Main Boys' Schools (State Funds) | 5 | 25 | 125 | 5 | 30 | 150 | |
| | 8 | 20 | 160 | 10 | 25 | 250 | |
| | 9 | 15 | 135 | 21 | 20 | 420 | |
| | 25 | 14 | 328 | 41 | 15 | 615 | |
| | 21 | 12 | 252 | 57 | 12 | 672 | |
| | 168 | 10 | 1680 | 75 | 10 | 750 | |
| | 203 | | 2260 from | 203 | | 2797 from | Rs 537 from or 6444 for a |

NOTE—Contn sheet

GLB—6000 1113

PTO

I ~ 12]

General and Revenue Secretariat

File No 82 of 1912-13

| Serial No | | Present Scale | | | Proposed Scale | | | Increase |
|---|---|---|---|---|---|---|---|---|
| | | No | Rate | Amount | No | Rate | Amount | |
| V | Anglo Vernacular Schools (Village School Fund) | 2 | 30 | 60 | 1 | 40 | 40 | |
| | | 2 | 25 | 50 | 2 | 30 | 60 | |
| | | 8 | 20 | 160 | 6 | 25 | 150 | |
| | | 10 | 15 | 150 | 11 | 20 | 220 | |
| | | 11 | 12 | 132 | 14 | 15 | 210 | |
| | | 42 | 10 | 420 | 20 | 12 | 240 | |
| | | | | | 21 | 10 | 210 | |
| | | 75 | | 972 | 75 | " | 1130 | Rs 158 per mensem or 1896 per annum |
| VI | Village Elementary Boys' Schools (V-S Fund) | 2 | 25 | 50 | 44 | 20 | 880 | |
| | | 6 | 20 | 120 | 220 | 15 | 3300 | |
| | | 24 | 15 | 360 | 528 | 12 | 6336 | |
| | | 32 | 12 | 2784 | 1408 | 10 | 14080 | |
| | | 1936 | 10 | 19360 | Personal allowance to 2 teachers at No 5 | | 18 | |
| | | 2200 | | 22674 per mensem | 2200 | " | 24606 per mensem | Rs 1932 per mensem or 23184 per annum |
| VII | Village Elementary Girls' Schools (V-S Fund) | 2 | 20 | 40 | 5 | 20 | 100 | |
| | | 1 | 15 | 15 | 18 | 15 | 270 | |
| | | 23 | 12 | 276 | 53 | 12 | 636 | |
| | | 152 | 10 | 1520 | 102 | 10 | 1020 | |
| | | 178 | | 1851 per mensem | 178 | | 2026 | Rs 175 per mensem or 2100 per annum |

NOTE—Contn sheet

P.T.O

C I B—60 CCO— 11 13

General and Revenue Secretariat | G&R File No 82 of 1912-13

Serial No

14 The total extra cost on account of State Fund & Village Fund Schools is given below

| | |
|---|---|
| State Fund Schools | Rs 19152 per a |
| Village Fund Schools | " 27180 |
| Total | Rs 46332 per |

15 The Village School Fund is not in a position to meet the extra charge and the amount required will have to be given as a State Grant to the V.S Fund as was done when the minimum pay of teachers was raised from Rs 9 to Rs 10 in 1907-08 and 1908 09

16 This may now be forwarded to the Comptroller necessarily for sanctioning the present scale and for Remarks if any

HW 24 9/12/13

Secretary

17 yes

hz 8/12/13

18

csb 8/12/13

Forwarded to apply to the Comptroller for favour of verifying the present scale & for Remarks

No 1198/16 12 13 hz 8/12/13

P Ramaswamiah

for Secy, G&R Dept

NOTE—Contra sheet

As the Hd for verification should return the case with the remarks of the Comptroller

Hz 8/12/13 HW 6/12/13

G1B—0000—11 13

(7) 5

...ral and Revenue Secretariat

File No. 82 of 1912-13

Serial No

19 As the proposition statement furnished by the Inspector General of Education was not in the prescribed printed form and I was prepared in March last and there have been several additions and alterations sanctioned subsequently by Government the Inspector General of Education was requested in this office letter No 3924/633 dated 23rd December 1913 to furnish a revised statement which has not yet been received It is requested that it may be kindly obtained from that officer and forwarded for verification

19/1/14

Md Hussain
for Comptroller

15/1/1914

R'229
16-1-14

20 Submitted May this be ~~forwarded~~ sent promptly to the Inspector for favour of furnishing the Statement required by the Comptroller

24
20/1/14

21 Forwarded respectfully to the Inspector General of Education for favour of a revised statement being furnished in the prescribed form

21 Jan 1914

R Ramaswamy
for Secy to Govt
Depts

(7)

21 Jan 14 147 21/1/14

NOTE—Contn sheet

45

9

I S 12]

General and Revenue Secretariat — G.A.D. File No 82 of 1913-14

Serial No

27

An abstract of the revised statement sent to the Comptroller is enclosed for reference The lapse of nearly a year from the time the original proposals were submitted has necessitated their revision also in the light of the scale of pay sanctioned for Anglo-Vernacular School Masters in G O No 6590-2 Edn 8-12-14 dy 30th December 1913 If these proposals are sanctioned before the beginning of the next official year, it will be possible to not only to increase the strength of the schools but also to improve their efficiency It becomes also possible to stimulate private effort for the establishment of more aided schools by holding out to successful aided school-masters the prospect of entering Govt service

No 39

Dt 26 1 1914

B2 IV

26/1/14

NOTE—Contn sheet

CPB-0000-1113

27/1/14

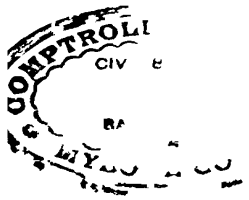
G 1 S 12]

General and Revenue Secretariat

File No 82 of 1912-13

Serial No 23

No no 153 E 29/1/14




R 918 30 1-14

Submitted herein the Govt Revised proposals which involve an addl Cost of Rs 847 29 3/5 per annum against Rs 46332 as originally proposed The Govt has sent a copy of the Revised Statement to the Comptroller Forwd unofficially to the Comptroller for favour of Verifying the present Scale & Returning the file early.

H Ramsay Ray

For Secy to Govt
Govt Deptt

Thro 24 27/1/14

24

30/1/14

11 7 14

W 26/2

R 248 25/2/14

24 Returned duly verified with the figures observed noted in the statement

24 2 - 14

Valuation Officer
Govt Comptr

(26/2/14

NOTE—Continuation sheet

GPB—60 000—7 11 1

[G 1 S 12]

6027

General and Revenue Secretariat | Edn File No 82 of 1912-13

Serial No

25 For II may be consulted

Submd

8/9/111

3 3 14

26 Sent) Spk 4/3

27 Bkt in favour of Summ - Matter may be treated as urgent

Rec'd 10/3/14

10/3/14 JA

Hd Clerk 10-3-14

Submd

28 The increase of recurring expenditure is Rs 85-25-7 3/5 of which the Provincial Fund represent Rs 22,825-2/3 and the Village School Funds Rs 62,432 per annum. As stated in para 15 above the V S Fund is unable to bear this extra charge and the amount if sanctioned will have to be given as a State grant to the V S Fund

Dy Sec 26/3/14

29 Unless the V S Fds themselves are able to bear the charge of the reorganisation it would imply a further Contribution from State Rev which has already Contributed more than reasonable to the Cause of reorganisation. Any further grant to Edn ought not

NOTE—Contn sheet

CPB 50 000—7 11 13

neral and Revenue Department | Edn File No 82 of 1912-13

Serial No 16

Reserving other equally beneficial spending departments eg medical schemes should self-subsistence & Rev. Stds are workable to meet these charges, the Ds Collectors subjects

Rs

Defer/

30 MS Jm

Please scrutinize whether there is any overlapping between this proposal & the proposal ~~letter~~ relating to A-V school teachers included in the scheme already sanctioned by Govt Were not for instance Anglo-Hindustani and village Anglovernacular schools included in the other scheme The matter requires careful & exn of figures -

M

Y/4

Plse see fr ,,/- def

31

There is no overlapping between this proposal and the one already sanctioned in Go No 6590-24 Ed 7 82 12 4 & 30 12 1913 The 69 A.V Schools therein referred to do not include either (1) the

Flag X

NOTE—C utn sheet

G R S 12]

General and Revenue Secretariat | G.O. File No 82 of 1912

Serial No

1058 Anglo-Hindustani Schools or (2) the Anglo Vernacular Schools maintained from local funds Nor do the sanctioned and the present proposals exhaust the schools altogether The Girls' Schools (other than the Taluk Kannada and Village Elementary) the Normal Schools, the Sanskrit Schools and the Technical and other Special Schools have not been included in any of the proposals It is understood that separate revision proposals will be received in respect of them later on

32 Similarly also the schools in receipt of Grant in-aid and other schools in respect of which it is proposed to give fresh grants, will, it is learnt form the subject of another reference

33 As all the proposals have not been brought in one comprehensive scheme much difficulty is experienced in checking them in the Office

Dlsecy

GBell

MS 7m

34 1) Please put S 7. in red against those items in the Dy.'s list which relate to State Funds and V. S. 7. against those which relate to Village school Funds. —

Attended to BSM 7/12

NOTE—Contn sheet

GPB—60 000— 111

G R S 12]
5

General and Revenue Secretariat | Edn File No 82 of 1912-13

Serial No

Calculate & shew below in a tabular form the average pay of a teacher of each class as per present scale and proposed scale, thus.

| | class of ~~Anglo Vernacular~~ schools as per 9 G s list | Average pay of a teacher as per present scale | Average pay of a teacher as per proposed scale |
|---|---|---|---|
| 1 | Anglo Hindusthani S 7 | 14 11 6 p m | 18 8 6 |
| 2 | Taluk Kanada Boys' S 7 | 11-6 2 " | 14-0-9 |
| 3 | Girls' S 7 | 12 5 5 " | 15-8-8 |
| 4 | Taluk Hindustani Boys S 7 | 11-4-11 " | 14-8 1 |
| 5 | A-V schools (R 7 V S 7) | 13 2 9 " | 17-14-5 |
| 6 | Village Elementary Boys V S 7 | 10-5-10 " | 12 5 0 |
| 7 | Girls V S 7. | 11-13-2 " | 14-12 3 " |

The average cost should be found by dividing the total cost (including allowances) by the number of teachers

35 The question of the capacity of the V-S Fund to bear the additional charge is not an important one. If primary education is to spread in the state the fund must be reorganized if it is kept on. It has reached its utmost capacity as it is now constituted — we had exceeded it — and further addl. expenditure must fall on the State funds. There need be no

NOTE—Contn sheet

GPB—60 000—7 11 13

G R S 12]

General and Revenue Secretariat | Edn File No. 82 of 1912-13

Serial No

objection on that score.

6 But I very seriously doubt as to whether the very large increase of nearly Rs 8500 per annum is really necessary in raising the average pay of the teachers of the classes under consideration or what is the same thing in securing a more rapid flow of promotion amongst them. Days are gone when literacy was rare and had a high market value. Now a days such literary knowledge as a schoolmaster of the class under consideration need possess cannot claim to be on a higher level as regards earning capacity than an elementary practical knowledge of a craft or of agriculture coupled with physical endurance. There is no reason why a village schoolmaster should be better paid than a village constable, a village postman, process servers of courts compounders vaccinators and a whole host of similar employees in all departments at the bottom of the scale. The DI. has not adduced any strong grounds in support of his proposal. The pay of schoolmasters until 1908 were considerably below Rs 10 in many cases and it was only in that year that the minimum was raised to

Only 6% of the people is literate!

NOTE—Contn sheet

GPB—60 000—25 9 13

G R S 12]

General and Revenue Secretariat | Edn File No 82 of 1912-13

Serial No

105-8

Rs 10 throughout the State at a very considerable additional cost. The necessity of a wholesale measure in the same direction so soon afterwards is not apparent. Whether a higher type of men will be attracted to the schools as the result of the changes proposed is very doubtful. The raising of the standard of teaching capacity can be better effected by creating facilities for training at a portion of the cost now proposed. All that seems necessary now is to rule that teachers in all these schools who pass through a certain course of training (for which some concession & facilities should be given) would get a small personal allowance. By that means we shall get better qualification for higher pay. According to the D.I.'s proposals we shall be spending nearly a lakh of rupees a year more without effecting any appreciable improvement in the standard.

M
7/4/14

Mr RVN

37 Resubmitted to Hon'ble Member

38 Seen. Send on

M
7/4

RVN

NOTE—Contn sheet

GPB—60 000—25 9 13

G R S 12]

General and Revenue Secretariat | Edn File No 82 of 1912-13

Serial No

1058

Rs 10 throughout the State at a very considerable additional cost. The necessity of a wholesale measure in the same direction so soon afterwards is not apparent. Whether a higher type of men will be attracted to the schools as the result of the changes proposed is very doubtful. The raising of the standard of teaching capacity can be better effected by creating facilities for training at a portion of the cost now proposed. All that seems necessary ~~at~~ now is to rule that teachers in all these schools who pass through a certain course of training (for which some concession & facilities should be given) would get a small ~~special~~ personal allowance. By that means we shall get better qualification for higher pay. According to the D.I.'s proposals we shall be spending nearly a lakh of rupees a year more without effecting any appreciable improvement in the standard.

7/4/14

Mr BVN

37 Resolution to be drafted

38 Seen. Send on

NOTE—Contn sheet

GPB—60 000—25 9 13

[P S 12]

General and Revenue Secretariat | Edn File No 82 of 1912-13

Serial No

39 submd with the Fin[l] Secy's opinion

8/1/11
20 4 14
BAS 40 Sec[y] to A) SPN 20/4

41 The D G has given reasons for an increase in the pay & prospects of the teachers employed in the lower schools Attempts are being made to improve the quality of education by training teachers &c if trained men are to look forward only to 10 Rs pm during all their lives, they would have very little heart indeed in their work

42 With only 6 % of the population able to read & write, however imperfectly, it seems would be a grave failure of duty if Govt did not do all in their power to extend & improve education both the prices of foodgrains & the necessaries of life standing as they have been at a high level for several years past, 10 Rs pm can hardly be regarded as a living wage even - Even an ordinary coolie gets 6as a day & a cook 12 to 15 Rs pm It is high a high

NOTE—Contn sheet

GPB—60 000—7 11 13

[P S 12]

6027

General and Revenue Secretariat | Edn File No 82 of 1912-13

Serial No

Mung not to depreciate the value of the schoolmasters work & profession unduly by ranking him with menial servants

43 As stated by the Govt of Eden in most provinces of British India the minimum pay of a trained teacher is 12 Rs In the Resolution on Indian Educational Policy 1913 the Govt of India say that "trained teachers should receive not less than 12 Rs pm (special rate being given in certain areas), they should be placed in a graded service, & they should either be eligible for a pension or admitted to a provident fund"

44 The 29's proposals may be sanctioned & it may be laid down that appointments on 12 Rs & above should as far as possible be given only to trained men

Council Matter

1st Member

C85J
25/4/14

45

46 The Inspector General was asked to send up a revised statement taking into account the additions sanctioned

NOTE—C ntn sheet.

GPB—60 000—7 11 13

G I S 12]

General and Revenue Secretariat | Edn File No ✓ of 191 ✓

Serial No

Since the date of his proposals (March last year) the number of additional teachers in the present scale is given as 86 That would not account for such a large increase as about 38000 over the scale originally proposed -- The DG should at least have given some plausible reasons for this large increase now proposed I should like to discuss this matter personally with the Secretary in Bangalore

3/5/14

46
Secretary IV
With you kindly have a draft order put up-Sec

CBS
9/7/14

for Secretary CBS 5/5

You may please put up a draft early CBS

NOTE—Contn sheet.

GPB—10 000—7 11 13

General and Revenue Secretariat | Edn File No 82 of 1912

Serial No

47
Draft of Govt Order
Dt 13/16 7 1914

Ans 18/7

48 Cee 49)

~~Circulated to~~

49 Submitted to the member in Council with draft & formal note by the 7th member.

CSB 17/7/14

50 approved Cee 24/7

51 Approved 26/7

52 Dewan

505 28/7/14

CSB 28/7/14 Ans

Recd 3/8/14

NOTE—Contn sheet

Edn 82-12 23

Final Note by the First Member of Council

Subject - Revision of the scale of pay of Education officers

53

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(1) The Inspector General of Education has submitted proposals for improving the pay and prospects of the school masters of (1) the Anglo-Vernacular schools maintained from Village School Funds (2) of the Anglo-Hindustani schools and (3) of the Vernacular Boys' and Girls' schools in the State excepting the Taluk Hindustani Girls' schools - affecting 3066 teachers and involving an annual additional expenditure of Rs $84729\frac{3}{5}$ as against his first proposal affecting 3152 teachers and involving an additional cost of Rs 46332 per annum resulting in an increase over the first proposed scale by Rs. $38397\frac{3}{5}$ or Rs 38000 in round figures

(2) This increase of Rs 38000 in spite of a reduction in the number of teachers by 86 is due to the creation of new grades carrying higher rates of pay and putting a very large number of teachers in those grades The exclusion of 86 teachers

teachers in Taluk Kannada Girls' Schools is due to the exclusion of middle schools at District head quarters for -- which separate proposals have been sent and considered the chief increases are under Village Elementary Boys' Schools (28 000 odd) and Village Elementary Girls' Schools (4 000 odd) The other increases are comparatively small

(3) In Village Elementary Boys' Schools the number - of teachers (2 200) is the same as that originally proposed by the Inspector General but the increase in cost per year is Rs 51 468/- as against Rs 23 148/- according to the - first proposal This item alone accounts to an increase of Rs 28 284/ The scale originally proposed for these schools was 44(20) 220(15) 528(12) and 1408(10) The scale now proposed is 50(25) 50(20) 500(15) 600(12) and 1 000(10) This change has improved the condition of 408 teachers who were - originally proposed to get a salary of Rs 10/

(4) Again in Village Elementary Girls' schools only one additional teacher is proposed but the difference in the increase of cost per year is Rs 4 224 The scale originally proposed and that now proposed being as follows -

Original scale - 5(20) 18(15) 53(12) and 102(10)

Scale now proposed - 10(25) 20(20) 30(15), 50(12) and 69(10)

(5) We are dealing with a large class of public servants and the increase of Rs 84857/- though large is not disproportionate for their number The proposals of the Inspector General involving an yearly increase of Rs 84857/- may be sanctioned without any reduction and brought into effect from the beginning of the next quarter We may rule that unpassed men should ordinarily not get more than 10 Rs and untrained men more than 15 Rs

H.H. Wavell

3/8/14

First Member of Council

Edn 82-12 26

*Submitted to His Highness*

54 A

(1) I submit herewith a Final Note by the First Member regarding the revision of the scales of pay of the teachers in the Elementary and certain Anglo-Vernacular Schools in the State, involving an additional expenditure of Rs 84,857 per annum

Pages 14 to 16 of Office note

(2) The Financial Secretary is not in favour of the proposal The Minimum pay of School Masters throughout the State was raised to Rs 10 in 1908 and the Financial Secretary states that there is no necessity for a wholesale revision, such as the one under reference so soon He is of opinion that what is necessary now is to rule that teachers in all these schools who pass through a certain course of training would get a small personal allowance and to create necessary facilities for their training

Para 36, Page 16

Para 5 of the Final Note (A)

(3) The First Member states that as we are dealing with a large class of public servants numbering 3066 the increase of Rs 84,857 though large is not disproportionately so and that the Inspector General's proposals may be sanctioned without any reduction He adds that it may be ruled that unpassed men should not ordinarily get more than Rs 10 and untrained men more than Rs 15

(4) The State has embarked on a policy of expansion of primary education and large sums have been sanctioned for increasing the number of primary schools All these measures will be very ineffective unless the quality of the teaching agency is improved by higher pay and better prospects If trained men are to be employed in these schools, they should have something better to look forward to than the minimum pay of Rs 10 The Inspector General has therefore proposed the creation of new grades carrying higher rates of pay and has put a large number of teachers in these grades

EEw 82-12 27



(5) There is provision for this extra charge in the current year's budget and the recommendations of the First Member have been agreed to by the other Members of Council The proposals may be graciously sanctioned

spl

M Symonds
7th Nov 1914

Edn 82-12 28

**Record of Cases submitted for the Orders of His Highness the Maharaja**

N. 3117 7 11 14

*Subject*

Revision of the scales of pay of the teachers in the Village Elementary and certain A V Schools in the State at an additional expenditure of Rs 84,857 per annum

390

55 *Order*

~~KRM~~

9/11/14

57 Seen 9/11/14

56 Secretary E&A Action may be taken early 9 11 14 RG

57a Secy 24/11

57 KRM 30 11 14

60 Issue at once

10/11/14

B 11/11/14

29

R S 12]

General and Pevenue Secretariat | Edu File No 82 of 1912-13

| Serial No | |
|---|---|
| 6 | To the Dy Comm & Comptr 1307-9 & 13 11 14 Sanctions a revised Scale of pay for the masters of the Vor schools |

NOTE—Contn sheet

G1B— 000 2 11 4

6027

10/2-10/13

Edn 81]

OFFICE OF INSPECTOR GENERAL OF EDUCATION IN MYSORE

No 11164 / 623 Enc 2

Bangalore 29th March 1913

From, Shama Rao Esq B A
Offg Inspector General of Education in Mysore

To C S Balasundaram Iyer Esq B A
Secretary to the Government of His Highness the Maharaja
of Mysore Departments of Education &c Bangalore

Sir

With reference to the observations contained in para 6 of the Government Order No 7080-7/Edn 251-12-2 of the 5th March 1913 I have the honour to submit for the reconsideration of Government my proposals contained in paras 11 12 and 13 of my Memorandum sent to Government with my letter no 8518/463 dated 1st February 1913 and in doing so I beg to thank the Government for agreeing with me that an amelioration in the prospects of the masters referred to is needed Unless the rates of pay are revised there is no hope of securing better men of efficiency and thereby improving the quality of the education imparted at present for want of suitable buildings no more schools can be immediately opened and we have also to wait till the results of the next Public Examinations are declared for securing the required number of teachers In the meanwhile the improvement of the prospects of the masters is a pressing necessity and I have therefore ventured to resubmit my proposals for the favourable consideration of Government in the hope that an impetus will be given to primary education by the prospect of its early sanction

2 In this connection I take the liberty of inviting the atter-

attention of Government to the action already taken by the Government of Bombay, the Punjab and Cochin where a higher scale of pay is provided for trained teachers and teachers in Primary schools than is provided in this State In Bombay, the minimum pay of a trained teacher is Rs 12 if he is employed as a Head Master and Rs 11 if employed as an Assistant In the Punjab, the minimum pay of a trained Head Master of an Elementary School is Rs 15 and that of an Assistant is Rs 12 In Cochin the following is the scale provided for teachers in Vernacular Schools for boys -

| | | |
|---|---|---|
| Primary Department | Grade I | Rs 8-10 |
| | II | 10-12 |
| | III | 12-15 |
| | IV | 15-18 |
| | V | 18-20 |
| Lower Secondary Department | Grade I | 20-25 |
| | II | 25-30 |
| | III | 30-35 |

3 The Director of Public Instruction in Madras in his Report for 1911-12 observes that, in his opinion, nothing would conduce more to the improvement of elementary education than a substantial increase in the pay of teachers

4 It will be noticed that in comparison with the above scales the scale proposed by me is a very moderate one and I venture to hope therefore that it will receive early sanction

5 A detailed statement showing the modifications proposed appended

I have the honour to be

Sir,

Your most obedient servant

Ramachandra Rao

Offg Inspector General

Edn. - G Edn, 8212-3

94

Extract from the Memorandum of the Inspector General of Education on the expansion and improvement of ~~the~~ primary education in the Mysore State

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11 Then again it has been found that the progress of Primary education is much impeded for want of sufficient encouragement to the masters doing efficient or meritorious work Many of the masters of primary schools have been without any promotion for the past several years and at present regard the future with blank despair Their claims for promotion are legitimate but for want of a fairly definite scale it has not been possible to satisfy their requests though made with growing clamour The practice now in existence of inviting proposals annually from the Inspecting officers for promotions to masters has been periodically a cause of recurring hopes and disappointments for the masters and is associated with considerable demoralizing effect To avoid such periodical unrest an attempt has now been made to lay down a scale on rates of pay varying from Rs 10 to Rs 20 for rural and other teachers and hereafter it will only be necessary to increase the number in each grade on a basis of percentages to be settled after the present proposals are sanctioned as new schools come into existence and as new hands are entertained

12 A reference to the accompanying statement III will sho that out of 2941 existing teachers no less than 2420 are getting only Rs 10 I have with my letter No 2479/136 of the 28th August 1912 submitted proposals for fixing a scale and grading the pay of the masters employed in Colleges High Schools Anglo-Vernacular schools maintained from State Funds and of the Inspecting officers In my present proposals a similar attempt has been made for the 10 Anglo-Verracular Schools maintained from Local Funds 6 Anglo-Hindustani Schools and for the Vernacular Boys' and Girls' schools excepting the Taluk Hindustani Girls' Schools which are now in a somewhat unsettled state and which can only be taken up after an Inspectress is appointed Including the 141 teachers for 141 schools to be newly started as stated in para 5 and 73 additional hands required for the existing schools as mentioned in para 7

the

the total number of teachers comes to 3175 and these are proposed to be distributed as shown in statement IV

13 The aggregate additional expenditure which the proposed revision entails is distributed as follows -

| | Per annum |
|---|---|
| (1) Village Elementary Boys' Schools | Rs 23 184 |
| (2) Village Elementary Girls' Schools | Rs 2 100 |
| (3) Local Fund Anglo-Vernacular Schools | Rs 1 896 |
| (4) Anglo- industani Schools | Rs 1 620 |
| (5) Taluk Kannada Boys' Schools including Panchama Schools | Rs 5 735 |
| (6) Taluk Kannada Girls' Schools | Rs 5 352 |
| (7) Taluk Hindustani Boys' Schools | Rs 6 444 |

This additional outlay is necessary to fix a scale once for all for the existing teachers so that they may do good work with contented mind and also in order to retain permanently men of higher qualifications in the service of this Department It may be stated that hitherto no systematic attempt has been made to fix a regular scale of pay and let each master know his exact position among his compeers

(Extract)

M Shamma Rao

Offg Inspector General

TIP

Encl 15

Ed 4821-37

| Amount per year | Proposed scale of pay | Amount per year | Increase per year |
|---|---|---|---|
| 9360 | (50-4-70), (50), (40), 3(30), 9(20-1-25), 12(15-1-20), 12(12-1-15), 14(10) | 11785 3/5 | 2425 3/5 |
| 25548 + Rs 276 allowance | 5(30), 10(25), 20(20), 40(15), 46(12), 68(10) + Rs 23 allowance | 31584 + Rs 276 allowance | 6036 |
| 23652 + 480 allowance | 2(50), (40), (35), 8(30), 12(25), 15(20), 30(15), 44(12), 5-(10), + Rs 40 allowance | 29916 + Rs 480 allowance | 6264 |
| 27864 + Rs 216 Local allowance | 2(40), 5(30), 8(25), 31(20), 45(15), 50(12), 66(10) + Rs 18 L A | 35820 + Rs 216 Local allowance | 7956 |
| 11700 + Rs 156 L A | 4(40), 6(30), 10(20-1-25), 15(15-1-20), 20(12 1-15), 20(10) | 15956 + Rs 156 L A | 4256 |
| 272052 + Rs 1584 L A | 50(25), 50(20), 500(15). 400(12), 1000(10) | 323400 + 120 P A / 323520 + Rs 1584 L A | 51468 |
| 22356 + Rs 3000 Music allowance + 36 L A | 10(25), 20(20), 30(15), 50(12), 69(10), + Rs 250 Music allowance + Rs 3 L A | 28680 + Rs 3000 Music allowance + Rs 36 L A | 6324 |
| | | x Total Rs | 84729 3/5 |

38397

This office is 7367/385- in connection with the current years budget-

Inspector General of Education

mess

Statement (A) showing the Revised of the

| No | Class of Institution | Number of Teachers | Present Scale of pay |
|---|---|---|---|
| 1 | Anglo Hindustani Schools | 50 | 2(40), 1(30), 4(25), 1(22), 5(20), 6(15), 4 |
| 2 | Taluk Kannada Boys' Schools | 193 | 2(30), 5(25), 6(20), 11(15), 21(12) and 148 |
| 3 | Taluk Kannada Girls' Schools | 253 | 1(130), 1(85), 1(68), 3(50), 1(45), 1(40), 3(25), 25(20), 1(16), 25(15), 26(12), 3(11) an |
| 4 | Taluk Hindustani Boys' Schools | 203 | 5(25), 8(20), 9(15), 2(14), 11(12) and 168( |
| 5 | Village Elementary Boys' Schools | 2200 | 2(25), 6(20), 24(15), 232(12) and 1936( |
| 6 | Village Elementary Girls' Schools | 178 | 2(20), 1(15), 23(12) and 152(10) |
| 7 | Anglo Vernacular Schools (Local Funds) | 75 | 2(30), 2(25), 8(20), 10(15), 11(12) and |

Vide G.O

Enc - 6582

Scales of pay in the various institutions Edn. 12, 1917 82-12-3 Pl. Nos. 1 to 3

| | Proposed Scale of pay | Excess per year |
|---|---|---|
| | | Rs |
| and 27(10) | 2(40), 5(30), 6(25), 6(20), 9(15), 10(12) and 13(10) | 1620 |
| | 5(30), 10(25), 20(20), 40(15), 50(12) and 68(10) | 5736 |
| ), 2(30), | 1(130), 1(85), 1(68), 3(50), 1(45), 1(40), 2(35), 10(30), | |
| 8(10) | 15(25), 24(20), 36(15), 61(12) and 97(10), the salaries from Rs 130 to Rs 35 being regarded as special | 5352 |
| | 5(30), 10(25), 21(20), 41(15), 51(12) and 75(10) | 6444 |
| | 44(20), 220(15), 528(12) and 1408(10), plus Rs 10 personal allowance to the two teachers drawing Rs 25 already | 23,184 |
| | 5(20), 18(15), 53(12) and 102(10) | 2100 |
| 10) | 1(40), 2(30), 6(25), 11(20), 14(15), 20(12) and 21(10) | 1894 |
| | Total | 46352 |

Note - This amount includes the increase recommended in this office Lr 10184/5578 dated 8 3 1918 in connection with the opening of new schools and the employment of additional teachers, Rs 4800

for Offg Inspector General of

Abs

| Serial No | Class of institutions | Number of teachers | Present scale of pay |
|---|---|---|---|
| 1 | Anglo Hindustani Schools S.F (State Funds) | 53 | 2(40),(30), 4(25),(22), 6(20), 6(15), 4(12), |
| 2 | Taluk Kannada Boys' Schools S.F (State Funds) | 189 | (30), 4(25), 7(20), 11(15), 17(12), 149(10 + Rs 9 allowance + Rs 14 L A |
| 3 | Taluk Kannada Girls' Schools excluding Inadelle Schools at District Head Quarters for which separate proposals have been sent to Government in this office letter No 9037/459 dated 21/1/14 as per appended proposition statement S.F | 163 | 2(50),(35),(30), 9(20), 19(15), 15(. (11), 115(10), + Rs 24 allowance + Rs 16. |
| 4 | Taluk Hindustani Boys' Schools S F | 207 | 5(25), 10(20), 9(15), 2(14), 12(12), 169( + Rs 18 L A |
| 5 | Anglo Vernacular Schools (Local Funds) F S F | 75 | 2(30), 2(25), 8(20), 11(15), 10(12), 42( + Rs 13 L A |
| 6 | Village Elementary Boys' Schools (Kannada and Hindustani) V.S.F | 2200 | 2(25), 6(20), 23(15), 233(12), 1936(10, + Rs 132 L.A |
| 7 | Village Elementary Girls' Schools (Kannada and Hindustani) V.S.F | 179 | 2(20), (15), 24(12), 152(10) + Rs 250 a allowance + Rs 3 L A |

Note × This amount excludes the new hands recommended dated 15-12-1913 for new schools and additional, the lump sum grant of one lakh of rupees proved.

The figures in the Column present scale of pay

(1) Taluk Hindustani Boys Schools School masters on Rs 12—00

(2) Village Elementary Schools for Boys and Girls } School masters on Rs 12—00 } School masters on Rs 10—00

J Kelly

24-2-1914 Asst Assistant Com

Enc. 15 ½

EDU, 82-12-3 6

| Amount per year | Proposed scale of pay | Amount per year | Increase per year |
|---|---|---|---|
| 9360 | (50-4-70)+(50), (40), 3(30), 9(20-1-25), 12(15-1-20), 12(12-1-15), 14(10) | 11785 3/5 | 2425 3/5 |
| 25548 +Rs 276 allowance | 5(30), 10(25), 20(20), 40(15), 46(12), 68(10), + Rs 23 allowance | 31584 +Rs 276 allowance | 6036 |
| 23652 +480 allowance | 2(30), (40), (35), 8(30), 12(25), 15(20), 30(15), 44(12), 50(10), + Rs 40 allowance | 29916 +Rs 480 allowance | 6264 |
| 27864 +Rs 216 Local allowance | 2(40), 5(30), 8(25), 31(20), 45(15), 50(12), 66(10), + Rs 18 L A | 35820 +Rs 216 Local allowance | 7956 |
| 11700 +Rs 156 L A | 4(40), 6(30), 10(20-1-25), (15-1-20) 20(12-1-15) 20(10) | 15956 +Rs 156 L A | 4256 |
| 272052 +Rs 1584 L A | 50(25), 50(20), 500(15), 500(12), 1000(10) | 323400 + 120 PA = 323520 +Rs 1584 L A | 57468 |
| 22356 +Rs 3000 Immc allowance +36 L A | 10(25), 20(20), 30(15), 50(12), 69(10) + Rs 250 Immc allowance + Rs 3 L A | 28680 +Rs 3000 Immc allowance + Rs 36 L A × Total Rs | 6324 = 84729 3/5 |

I in this office Rs 7367/385
as in connection with
the current year's budget

own in encess ✓
less ✓
more ✓

C Sheema Rao
Inspector General of Education

Revise 10 B- Ab.

| Class of institutions | Number of teachers | Present scale of pay |
|---|---|---|
| Anglo Hindustani Schools S H (State Funds) | 53 | 2(40), (30), 4(25), (22), 6(20), 6(15), 4( and 29(10) |
| Taluk Kannada Boys Schools S. K. | 189 | (30), 4(25), 7(20), 11(15), 17(12), 148( + Rs 9 allowance + Rs 14 L A |
| Taluk Kannada Girls' Schools excluding Middle Schools at District Head Quarters for which separate proposals have been sent to Government in this office letter No- 9037/459 dated 21/1/1914 as per appended proportion statement- S. G. | 163 | 2(50), (35), (30), 9(20), 19(15), 15 (11), 115(10), + Rs 24 allowance + Rs 16 L A |
| Taluk Hindustani Boys' Schools S H. | 207 | 5(25), 10(20), 9(15), 2(14), 12(12), 169(10) + Rs 18 L A |
| Anglo Vernacular Schools (Local Funds) V. S. H | 75 | 2(30), 2(25), 8(20), 11(15), 10(12), 42(1 + Rs 13 L A |
| Village Elementary Boys' Schools (Kannada and Hindustani) V. S. K | 2200 | 2(25), 6(20), 23(15), 233(12), 1936( + Rs 132 L A |
| Village Elementary Girls' Schools (Kannada and Hindustani) V. S. G. | 179 | 2(20), (15), 24(12), 152(10) + Rs 23 Music allowance + Rs 3 L A |
| | 3066 | |

Note × This amount excludes the new hands recommend dated 15-12-1913 for new schools and additional teache the lump sum grant of one lakh of rupees provided

The figures in the Column present Scale of pay

Hindustani Boys School School masters on Rs 12-0-0

Village Elementary Schools for Boys and Girls } School masters on Rs [illegible]
School [illegible] on Rs 10-[illegible]

[illegible]

6

GRS 28]

Edu File No 82 1912
Serial No

*Diary No of letter replied to* 6827 13

*Proceedings of the Government of His Highness the Maharaja of Mysore*

GENERAL AND REVENUE SECRETARIAT
( Edu )

*the* 191

READ—

Para 6 of G O No 7086-7 dated Edu 259 12 2 5 3 1913 reserving for separate consideration the proposals of the Inspector Gl of Education in the matter of improving the pay and prospects of the masters in the Anglo vernacular Schools mainly from the village School Fund Sch Anglo Hindustani Schools and the vernacular Boys' and

Over Girls'

Date of issue

Signed by

ORDER THEREON—No

SUBJECT

GPB—50 000—1 12-1

Girls Schools, excepting Taluk
Muhammadan Girls' Schools

2) Correspondence ending
with memo dated 24/1914 from
the I Gl of Edn submitting revised
proposals affecting 3066 teachers
and involving an additional cost
of Rs 84729 3/5 per annum as
against an increase of Rs 46332
originally proposed, and stating
that the increased cost is due to
further revision in the light of
the Scales of pay sanctioned for
the Anglo vernacular School masters
in G O No 6590-2 Edn 82-12 4 dated 30 12 1913

Order thereon

No

In G O No 6590-2
Edn 82 12 4
dated 30 12 1913 sanction was
accorded to the revision of the
Scales of pay of Educational
officers under the classes of
direction Inspection Colleges

G R S 27]

GENERAL AND REVENUE SECRETAI IAT

*(Continuation sheet draft form)*

High Schools and Anglo vernacular Schools maintained from State Funds The present proposals are in respect of the School masters of Anglo Hindustani Schools, Anglo vernacular Schools maintained from village School funds and vernacular Boys' and Girls' Schools except Taluk Hindustani Girls Schools which are ~~not~~ first job in a ~~settled~~ temporary ~~Condition~~ state

2) The existing and the proposed scales of pay of the 3066 teachers affected by these proposals are shown below

9

| classes of Schools | Present Scale | | | Proposed Scale | | | increase |
|---|---|---|---|---|---|---|---|
| | No of teachers | rate | cost per mensem | No of teachers | rate | cost per mensem | |
| | | Rs | Rs | | Rs | Rs | |
| I Anglo Hin | 2 | 40 | 80 | 1 | 50 4 70 | 63 1/9 | |
| Lowlaw Schools | 1 | 30 | 30 | 1 | 50 | 50 | |
| (maintained from State funds) | 4 | 25 | 100 | 1 | 40 | 40 | |
| | 1 | 22 | 22 | 3 | 30 | 90 | |
| | 6 | 20 | 120 | 9 | 20 125 | 210 | |
| | 6 | 15 | 90 | 12 | 15 120 | 220 | |
| | 4 | 12 | 48 | 12 | 12 115 | 172 4/5 | |
| | 29 | 10 | 290 | 14 | 10 | 140 | |
| | 53 | | Rs 780 p m or Rs 9360 per annum | 53 | | 986 2/15 p m or Rs 11833 3/5 per annum | × Rs 2473 3/5 per annum |
| II Tabulc Kannada Rayò Schools (State funds) | 1 | 30 | 30 | 5 | 30 | 150 | |
| | 4 | 25 | 100 | 10 | 25 | 250 | |
| | 7 | 20 | 140 | 20 | 20 | 400 | |
| | 11 | 15 | 165 | 40 | 15 | 600 | |
| | 17 | 12 | 204 | 46 | 12 | 552 | |
| | 149 | 10 | 1490 | 68 | 10 | 680 | |
| | 189 | plus × | Rs 2129 3 + 23 p m or Rs 25548 3 + 2763 per annum | 189 | plus Rs 23 allowance | Rs 2632 3 + 23 p m or Rs 31584 3 + 276 3 per annum | Rs 6036 per annum |

× Rs 9 allowance Rs 14 Local allowance

GENERAL AND REVENUE SECRETARIAT

(Continuation sheet draft form)

| Classes of Schools | Present Scale: No. of Teachers | rate | p.m. | Proposed Scale: No. of Teachers | rate | p.m. | Increase |
|---|---|---|---|---|---|---|---|
| Taluk Kannada Girls' School | 2 | 50 | 100 | 2 | 50 | 100 | |
| | 1 | 35 | 35 | 1 | 40 | 40 | |
| Preceding Middle Schools at DC HQ Quarters (State Funds) | 1 | 30 | 30 | 1 | 35 | 35 | |
| | 9 | 20 | 180 | 8 | 30 | 240 | |
| | 19 | 15 | 285 | 12 | 25 | 300 | |
| | 15 | 12 | 180 | 15 | 20 | 300 | |
| | 1 | 11 | 11 | 30 | 15 | 450 | |
| | 115 | 10 | 1150 | 44 | 12 | 528 | |
| | | plus Rs 24 allowance + 16 L allowance | | 50 | 10 | 500 | |
| | 163 | Rs 19713 + 403 p.m. | | 163 | + 40 3 | 24937 p.m. | Rs 6264 per annum |
| | | or Rs 236523 + 480 3 per annum | | | or Rs 299163 + 480 3 per annum | | |
| Taluk Hindustani Boys' Schools (State Funds) | 5 | 25 | 125 | 2 | 40 | 80 | |
| | | | | 5 | 30 | 150 | |
| | 10 | 20 | 200 | 8 | 25 | 200 | |
| | 9 | 15 | 135 | 31 | 20 | 620 | |
| | 2 | 14 | 28 | 45 | 15 | 675 | |
| | | | | 50 | 12 | 600 | |
| | 12 | 12 | 144 | 66 | 10 | 660 | |
| | 169 | 10 | 1690 | | plus Rs 18 L.A. allowance | | |
| | | plus Rs 18 L.A. | | | | | |
| | 207 | | | 207 | | 29853 | |
| | | | | | + | 183 p.m. | |
| | 207 | Rs 233223 + Rs 1853 p.m. | | | or Rs 3588203 | | |
| | | or Rs 2786643 plus 216 3 per annum | | | plus 216 3 per annum | | Rs 7956 per annum |

GPS—12 000—1-2-13

| classes of Schools | Present Scale | | | Proposed Scale | | | increase |
|---|---|---|---|---|---|---|---|
| | No. of Teachers | rate | cal p m | No. of Teachers | rate | cal p m | |
| V Anglo vernacular Schools (village School funds) | 2 | 30 | 60 | 4 | 40 | 160 | |
| | | | | 6 | 30 | 180 | |
| | 2 | 25 | 50 | 10 | 20 \| 25 | 233 1/3 | |
| | 8 | 20 | 160 | 15 | 15-1-20 | 275 | |
| | 11 | 15 | 165 | 20 | 12-1-15 | 288 | |
| | 10 | 12 | 120 | 20 | 10 | 200 | |
| | 42 | 10 | 420 | | | | |
| | + Rs 13 & A | | | | + Rs 13 & A | | Rs 4336 per annum |
| | 75 | | 975 p m + Rs 13 | 75 | | 1336 1/3 p m + 13 & A | |
| | | | or Rs 11700 + 156 per annum | | | or Rs 16036 + Rs 156 per annum | |
| VI village Elementary Boys Schools (Canarese and Hindustani) (village School funds) | 2 | 25 | 50 | 50 | 25 | 1250 | |
| | 6 | 20 | 120 | 50 | 20 | 1000 | |
| | 23 | 15 | 345 | 500 | 15 | 7500 | |
| | 233 | 12 | 2796 | 600 | 12 | 7200 | |
| | 1936 | 10 | 19360 | 1000 | 10 | 10000 | |
| | + Rs 132 & A | | | | | | |
| | 2200 | | 22671 p m + 132 | 2200 | | 26950 p m | Rs 5468 per annum |
| | | | or Rs 272052 + 1584 per annum | | | or 32 34 00 per annum + 120 Rs P. allowance + 1584 & allowance | |
| VII village Elementary Girls' Schools (Canarese and Hindustani) (village School funds) | 2 | 20 | 40 | 10 | 25 | 250 | |
| | | | | 20 | 20 | 400 | |
| | 1 | 15 | 15 | 30 | 15 | 450 | |
| | 24 | 12 | 288 | 50 | 12 | 600 | |
| | 152 | 10 | 1520 | 69 | 10 | 690 | |
| | 179 | | 1863 + 250 music allowance p m + 3 & A | 179 | | 2390 + Rs 250 music allowance p m + Rs 3 & A | |
| | | | or Rs 22356 + Rs 3000 music allowance + Rs 36 & A per annum | | | or Rs 28680 + Rs 3000 music allowance + Rs 36 & A per annum | Rs 6324 per annum |

Total extra cost Rs 87857 3/5 per annum

G R S 27]

GENERAL AND REVENUE SECRETARIAT

*(Continuation sheet draft form)*

12

3) The large additional expenditure of Rs 84,857 3/5 per annum is due to the creation of new grades carrying increased rates of pay and to the redistribution of the teachers ~~in the several teachers~~ in the several grades The chief increases are under village Elementary Boys' and Girls Schools which employ no less than 2379 teachers

4) Govt agree with the D Gl of Education in the view that the improvement of the existing scale of pay is necessary to secure a more efficient class of teachers and are accordingly pleased to sanction the proposals of the D. Gl. of Edn in their entirety with effect from the 1st ~~February~~ October 1914

5) Govt further direct

Subject to

GPB—12 000—1-2-13

direct that it should be recognised as a standing rule that unpassed teachers should not ordinarily get more than Rs ten p m nor d. unbarred men more than Rs 15/- per mensem

Fair Copy

CSS 2077/14

Am 14/7 Secretary to Govt Edn dept

Print Am

To

The D. G & Edn mlly Sare

The Comptroller

The Secy. mlly Sare Economic conference

Proceedings of the Government of His Highness the Maharaja of Mysore

Read

Para 6 of G O No 7086-7/Edn 251-12-2 dated 5th March 1913 reserving for separate consideration the proposals of the Inspector General of Education in the matter of improving the pay and prospects of the masters in the ten Anglo-Vernacular Schools maintained from the Village School Funds, six Angl Hindustani Schools and the vernacular Boys' and Girls' schools, excepting Tal Hindustani Girls' Schools

2 Correspondence ending with memo dated 24th January 1914 from the Inspector General of Education submitting revised proposals affecting 3066 teachers and involving an additional cost of Rs 84,729 3/5 per annum as against an increase of Rs 46,332 originally proposed and stating that the increased cost is due to further revision in the light of the scales of pay sanctioned for the Anglo-Vernacular School Masters in G O No 6590-2/Edn 82-12-4 dated 30th December 1913

-o-o-o-o-o-o-o-

Order thereon No 1307-9 dated 13 11 8212-6

In G O No 6590-2/Edn 82-12-4 dated 30th December 1913, sanction was accorded to the revision of the scales

45

pay of educational officers under the classes of Direction, Inspection, Colleges, High Schools and Anglo-Vernacula Schools maintained from State Funds Th present proposals are in respect of the School masters of Anglo-Hindustani Schools, Anglo-Vernacular Schools maintained from Village School Funds and Vernacular Boys' and Girls' Schools,except Taluk Hindustani Girls'Schools which are few and yet in a transitory state

2 The existing and the proposed scales of pay of the 3066 teachers affected by these proposals are shown below -

PJO

| Classes of Schools | Present Scale | | | Proposed Scale | | | Increase |
|---|---|---|---|---|---|---|---|
| | No of teachers | Rate | Cost per mensem | No of teachers | Rate | Cost per mensem | |
| | | Rs | Rs | | Rs | Rs | |
| I Anglo-Hindustani Schools (maintained from State Funds) | 2 | 40 | 80 | 1 | 50-4-70 | 63 1/3 | |
| | 1 | 30 | 30 | 1 | 50 | 50 | |
| | 4 | 25 | 100 | 1 | 40 | 40 | |
| | 1 | 22 | 22 | 3 | 30 | 90 | |
| | 6 | 20 | 120 | 9 | 20-1-25 | 210 | |
| | 6 | 15 | 90 | 12 | 15-1-20 | 220 | |
| | 4 | 12 | 48 | 12 | 12-1-15 | 172 4/5 | |
| | 29 | 10 | 290 | 14 | 10 | 140 | |
| | 53 | | Rs 780 p m or Rs 9,360 per annum | 53 | | 986 2/15 p m or Rs 11,833 3/5 per annum | Rs 2,473 3/5 per annum |
| II Taluk Kannada Boys' Schools (State funds) | 1 | 30 | 30 | 5 | 30 | 150 | |
| | 4 | 25 | 100 | 10 | 25 | 250 | |
| | 7 | 20 | 140 | 20 | 20 | 400 | |
| | 11 | 15 | 165 | 40 | 15 | 600 | |
| | 17 | 12 | 204 | 46 | 12 | 552 | |
| | 149 | 10 plus* | 1490 | 68 | 10 plus Rs 23 allowance | 680 | / |
| | 189 | | Rs 2129 + 23 } Rs or Rs 25,548 + 276 per annum | 189 | | Rs 2632 + 23 per mensem or Rs 31584 + 276 per annum | Rs 6,036 per annum |

* Rs 9 allowance
" 14 local allowance

| Classes of Schools | Present scale | | | Proposed scale | | | Increase |
|---|---|---|---|---|---|---|---|
| | No of teachers | Rate | Cost per mensem | No of teachers | Rate | Cost per mensem | |
| | | Rs | Rs | | Rs | Rs | |
| III Taluk Kannada Girls' Schools excluding Liddle schools at Dt Hd Qrs (State Funds) | 2 | 50 | 100 | 2 | 50 | 100 | |
| | 1 | 35 | 35 | 1 | 40 | 40 | |
| | 1 | 30 | 30 | 1 | 35 | 35 | |
| | 9 | 20 | 180 | 8 | 30 | 240 | |
| | 19 | 15 | 285 | 12 | 25 | 300 | |
| | 15 | 12 | 180 | 15 | 20 | 300 | |
| | 1 | 11 | 11 | 30 | 15 | 450 | |
| | 115 | 10 | 1150 | 44 | 12 | 528 | |
| | | plus Rs 24 allowance | | 50 | 10 | 500 | |
| | | " R 16 local " | | | plus Rs 40 allowance | | ✓ |
| | 163 | Rs 1971 + 40 p m or Rs 23652 + 480 per annum | | 163 | | 2493 + 40 p m or Rs 29916 + 480 per annum | Rs 6264 per annum |
| IV Taluk Hindustani Boys' Schools (State funds) | 5 | 25 | 125 | 2 | 40 | 80 | |
| | | | | 5 | 30 | 150 | |
| | 10 | 20 | 200 | 8 | 25 | 200 | |
| | 9 | 15 | 135 | 31 | 20 | 620 | |
| | 2 | 14 | 28 | 45 | 15 | 675 | |
| | | | | 50 | 12 | 600 | |
| | 12 | 12 | 144 | 66 | 10 | 660 | |
| | | | | | plus Rs 18 L Allowance | | |
| | 169 | 10 | 1690 | | | | ✓ |
| | | plus Rs 18 L Allowance | | | | | |
| | 207 | | Rs 2322 + 18 per mensem or Rs 27,864 + 216 per annum | 207 | | Rs 2985 + 18 per mensem or Rs 35820 + 216 per annum | Rs 7956 per annum |

| Classes of schools | Present scale | | | Proposed scale | | | Increase |
|---|---|---|---|---|---|---|---|
| | No of teachers | Rate | Cost per mensem | No of teachers | Rate | Cost per mensem | |
| V Anglo-Vernacular Schools (Village School funds) | 2 | 30 | 60 | 4 | 40 | 160 | |
| | | | | 6 | 30 | 180 | |
| | 2 | 25 | 50 | 10 | 20-1-25 | 233 1/3 | |
| | 8 | 20 | 160 | 15 | 15-1-20 | 275 | |
| | 11 | 15 | 165 | 20 | 12-1-15 | 288 | |
| | 10 | 12 | 120 | 20 | 10 | 200 | |
| | 42 | 10 | 420 | | plus Rs 13 L allowance | | ✓ |
| | | plus Rs 13 L allowance | | | | | |
| | 75 | | 975 + 13 per mensem of Rs 11700 +156 per annum | 75 | | 1336 1/3 + 13 L A per mensem or Rs 16036 +156 per annum | Rs 4336 per annum |
| VI Village Elementary Boys' Schools (Kannada and Hindustani) (Village School funds) | 2 | 25 | 50 | 50 | 25 | 1250 | |
| | 6 | 20 | 120 | 50 | 20 | 1000 | |
| | 23 | 15 | 345 | 500 | 15 | 7500 | |
| | 233 | 12 | 2796 | 600 | 12 | 7200 | |
| | 1936 | 10 | 19360 | 1000 | 10 | 10000 ? | |
| | Rs 132 L allowance | | | | | +132 L allowance | +10 L allowance ✓ |
| | 2200 | | 22671 +132 p m or Rs 272 052 +1584 per annum | 2200 | | 26950 p m + 10 + 1/3 or 323,400 +120 p a) +1584 1 a) | Rs 51,468 per annum |

per annum

8 1

| Classes of Schools | Present scale | | | Proposed scale | | | Increase |
|---|---|---|---|---|---|---|---|
| | No of teachers | Rate | Cost per mensem | No of teachers | Rate | Cost per mensem | |
| Village Elementary Girls' Schools (Kannada and Hindustani) (Village School funds) | 2 | 20 | 40 | 10 | 25 | 250 | |
| | 1 | 15 | 15 | 20 | 20 | 400 | |
| | 24 | 12 | 288 | 30 | 15 | 450 | |
| | 152 | 10 | 1520 | 50 | 12 | 600 | |
| | | | | 69 | 10 | 690 | |
| | 179 | | 1863 + 250 music allowance + 3 L allowance per mensem Or Rs 22,350 + Rs 3000 music allowance + 36 L allowance per annum | 179 | | 2390 + Rs 250 Music allowance + 3 L allowance per mensem or Rs 28680 + Rs 3000 Music allowance + Rs 36 L allowance per annum | Rs 6,324 per annum |

Total extra cost Rs 84,857 3/5 per annum

20

3 The large additional expenditure of Rs 84 857 3/5, per annum, is due to the creation of new grades carrying increased rates of pay and to the redistribution of the teachers in the several grades The Chief increases are unde Village Elementary Boys and Girls' Schools which employ no less than 2,379 teachers

4 Government agree with the I G of Education in the view that the improvement of the existing scales of pay is necessary to secure a more efficient class of teachers and are accordingly pleased to sanction the proposals of the I G of Education in their entirety with effect from the 1st October 1914

5 Government further direct that it should be recognized as a standing rule, that unpassed teachers should not ordinarily get mor than Rs ten per mensem, nor untrained men more than Rs fifteen per mensem

PRINT

7/11/14 RG

CSB 7/11/14

Secretary to Government

Education & Agriculture

AM 7/11

To

The I G of Education in Mysore
The Comptroller Chief Acct II
The Secretary Mysore Economic Conference

AD 12/11/14

READ—

Para 6 of Government Order No 7086-7—Edn 251 12 2 dated 5th March 1913 reserving for separate consideration the proposals of the Inspector General of Education in the matter of improving the pay and the prospects of the masters in the ten Anglo Vernacular Schools maintained from the Village School Funds six Anglo Hindustani Schools and the Vernacular Boys and Girls Schools excepting Taluk Hindustani Girls Schools

2 Correspondence ending with memo dated 24th January 1914 from the Inspector General of Education submitting revised proposals affecting 3 066 teachers and involving an additional cost of Rs 84 729[3] per annum as against an increase of Rs 46 332 originally proposed and stating that the increased cost is due to further revision in the light of the scales of pay sanctioned for the Anglo Vernacular School Masters in Government Order No 6590 2—Edn 82 12 4 dated 30th December 1913

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No 1307 9—Edn 82-12 6 dated Bangalore 13th November 1914

Order thereon—In Government Order No 6590 2—Edn 82 12 4, dated 30th December 1913 sanction was accorded to the revision of the scales of pay of educational officers under the classes of Direction Inspection Colleges, High Schools and Anglo Vernacular Schools maintained from State Funds The present proposals are in respect of the School Masters of Anglo Hindustani Schools Anglo Vernacular Schools maintained from Village School Funds and Vernacular Boys and Girls Schools except Taluk Hindustani Girls Schools which are few and yet in a transitory state

2 The existing and the proposed scales of pay of the 3 066 teachers affected by these proposals are shewn below —

| Cl f h l | P t l | | | P p d l | | | Inc |
|---|---|---|---|---|---|---|---|
| | N mb f t h | R t | C t p m | N mb f t h | R t | C t per m m | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| I l ql H l l S h l (St t F d ) | | R | R | | R | R | |
| | 2 | 40 | 80 | 1 | 0—4—70 | 63½ | |
| | 1 | 30 | 30 | 1 | 0 | 50 | |
| | 4 | 2 | 100 | 1 | 40 | 40 | |
| | 1 | 22 | 22 | 3 | 30 | 90 | |
| | 6 | 20 | 120 | 9 | 20—1—25 | 210 | |
| | 6 | 1 | 60 | 12 | 15—1—20 | 220 | |
| | 4 | 12 | 48 | 12 | 12—1—15 | 172½ | |
| | 29 | 10 | 290 | 14 | 10 | 140 | |
| | 53 | | R 780 p sem R 9 360 p m | 53 | | R 986 r p m R 11 833 ½ p m | R 2 473½ per m |
| H l l K d J / S l l (St t F d ) | | R | R | | 1 | R | |
| | 1 | 30 | 30 | 5 | 30 | 150 | |
| | 4 | 2 | 100 | 10 | 2 | 250 | |
| | 7 | 20 | 110 | 20 | 20 | 400 | |
| | 11 | 1 | 16 | 40 | 1 | 600 | |
| | 17 | 1 | 204 | 46 | 12 | 5 2 | |
| | 149 | 10 | 1 490 P l Rs 9 ll w 14 L l ll w | 68 | 10 | 680 Pl ll R 23 | |
| | 189 | | R 2 123+23 p 2 48+276 p m | 189 | | R 2 732+23 p m m R 31 84+2 6 p u | Rs. 6 036 p um |

*Proceedings of the Government of His Highness the Maharaja of Mysore,*

| Classes of schools | Present scale | | | Proposed scale | | | Increase |
|---|---|---|---|---|---|---|---|
| | Number of teachers | Rate | Cost per mensem | Number of teachers | Rate | Cost per mensem | |
| *III Taluk Kannada Girls Schools* excluding Middle Schools at District Headquarters (State Funds) | 2 | Rs 50 | Rs 100 | 2 | Rs 50 | Rs 100 | |
| | 1 | 35 | 35 | 1 | 40 | 40 | |
| | 1 | 30 | 30 | 1 | 3 | 35 | |
| | 9 | 20 | 180 | 8 | 30 | 240 | |
| | 19 | 15 | 28 | 12 | 2 | 300 | |
| | 15 | 12 | 180 | 15 | 20 | 300 | |
| | 1 | 11 | 11 | 30 | 15 | 450 | |
| | 115 | 10 | 1 1 0 Plus Rs 24 allowance Rs 16 Local allowance | 44 | 12 | 528 | |
| | | | | 0 | 10 | 500 Plus Rs 40 allowance | |
| | 163 | | Rs 1 971+40 per mensem or Rs 23 6 2+480 per annum | 163 | | Rs 2 493+40 per mensem or Rs 29 916+480 per annum | 1 s 6 264 per annum |
| *IV Taluk Hindustani Boys Schools* (State Funds) | | Rs | Rs | | Rs | Rs | |
| | 5 | 25 | 125 | 2 | 40 | 80 | |
| | | | | 5 | 30 | 150 | |
| | 10 | 20 | 200 | 8 | 25 | 200 | |
| | 9 | 15 | 135 | 31 | 20 | 620 | |
| | 2 | 14 | 28 | 45 | 15 | 67 | |
| | | | | 50 | 12 | 600 | |
| | 12 | 12 | 144 | 66 | 10 | 660 | |
| | 169 | 10 | 1 690 Plus Rs 18 Local allowance | | | Plus Rs 18 Local allowance | |
| | 207 | | Rs 2 22+18 per mensem or Rs 27 864+216 per annum | 207 | | Rs 2 98 +18 per mensem or Rs 35 820+216 per annum | Rs 7 9 6 per annum |
| *V Anglo Vernacular Schools* (Village School Funds) | 2 | 30 | 60 | 4 | 40 | 160 | |
| | 2 | 25 | 0 | 6 | 30 | 180 | |
| | 8 | 20 | 160 | 10 | 20 1 2 | 233⅓ | |
| | 11 | 15 | 165 | 15 | 15 1 20 | 270 | |
| | 10 | 12 | 120 | 20 | 12 1 15 | 288 | |
| | 42 | 10 | 420 Plus Rs 13 Local allowance | 20 | 10 | 200 Plus Rs 13 Local allowance | |
| | 75 | | Rs 970+13 per mensem or Rs 11 640+156 per annum | 75 | | Rs 1 3 6⅓+13 per mensem or Rs 16 036+156 per annum | Rs 4 836 per annum |
| *VI Village Elementary Boys Schools* (Kannada & Hindustani) Village School Funds) | 2 | 25 | 50 | 50 | 25 | 1 2 0 | |
| | 6 | 20 | 120 | 50 | 20 | 1 000 | |
| | 23 | 15 | 345 | 500 | 15 | 7 500 | |
| | 233 | 12 | 2 796 | 600 | 12 | 7 200 | |
| | 1 936 | 10 | 19 360 Rs 132 Local allowance | 1 000 | 10 | 10 000 + 132 Local allowance + 10 Personal allowance | |
| | 2200 | | Rs 22 671+132 per mensem or Rs 272 0 2+1 584 per annum | 2 200 | | Rs 26 940+10+132 per mensem or Rs 3 23 400+120+1 584 per annum | Rs 51 468 per annum |

*Education and Agriculture (Education) dated 13th November 1914*

| Cl f sch ol | Prese t sc le | | | P p d l | | | Inc |
|---|---|---|---|---|---|---|---|
| | N mbe f tc h | Rat | Cost p m m | N mb f t hers | R te | C t p m m | |
| | | R | R | | R | Rs | |
| VII V ll g Fl m t ry G l S h l (J d d H d t ) (V ll g Sc l F d ) | 2 | 20 | 40 | 10 | 20 | 200 | |
| | 1 | 15 | 1 | 20 | 20 | 400 | |
| | 24 | 12 | 288 | 30 | 15 | 450 | |
| | 1 2 | 10 | 1 520 | 50 | 12 | 600 | |
| | | | | 69 | 10 | 690 | |
| | 179 | | R 1 863+2 0 ll w +31 l ll w p m R 22 3 6 + R 3 0 0 + Rs 36 p m | 179 | | R 2 390 +R 2 0 m ll + 91 l ll w p m m R 8 680 + R 3 00 + R 36 p m | R 6 3 1p |
| | | | | | | T t l t t R 84 85 3 pe num | |

3 The lar e additional exp nditure of Rs 84 8 7⅗ per annum is due to the creation of new grad s carrying increased rates of pay and to the redistribution of the teachers in the several grades The chief increases are under Villa e Ele mentary Boys and Girls Schools which employ no less than 2 379 teachers

4 Government agree with the Inspector General of Education in the view that the improvement of the existing scales of pay is necessary to secure a more efficient class of teachers and are accordingly pleased to sanction the proposals of the Inspector General of Education in their entirety with effect from the 1st Octo ber 1914

5 Government further direct that it should be recognised as a standing rule that unpassed teachers should not ordinarily get more than Rs *ten* per mensem nor untrained men more than Rs *fifteen* per mensem

C S BALASUNDARAM IYER
*Secy to Govt Depts of Edn and Agri.*

To—The Inspector General of Education in Mysore
The Comptroller Mysore Government through Branch II.
The Secretary Mysore Economic Conference.

Exd.—C R.

# 1914-15

GOVERNMENT OF HIS HIGHNESS
THE MAHARAJA OF MYSORE

EDUCATION AND AGRICULTURE
(EDUCATION)

PROCEEDINGS

*Dated 13th November 1914*

No 1307 9
Edn 82-12 6

Sanctions the revision of the scales of pay of the teachers in the Village Elementary and certain Anglo Vernacular Schools in the State

GPB—96 11 14—500